

72-177-100

18 July 1972

MEMORANDUM FOR: Director of Personnel

THROUGH : Equal Employment Opportunity Officer

SUBJECT : Minority Recruitment - The Target Group

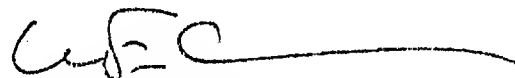
REFERENCE : Memo to D/Pers from DD/Pers/R&P dtd  
12 Jul 72, Same Subject

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1. Please express my particular commendation to  for this excellent paper. It obviously reflects a thorough-going search into the facts, determination to advance in a difficult field, and a clear view of the long-term interests of CIA.

2. May I suggest that the paper be circulated to the Deputies for their information. I am arranging that a copy be submitted to the Director and Deputy Director.

3. I fully concur with the recommended actions outlined in paragraph 3. If there is any additional assistance needed, please let me know.



W. E. Colby  
Executive Director-Comptroller

Attachment:  
Reference

cc: EEOO

SUBJECT: (Optional)

FROM:

Director of Personnel  
5 E 56 HQ

EXTENSION

NO.

DATE

14 JUL 1972

STATINTL

STAT

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Executive Director-  
Comptroller 7E12 HQ

7/14 1/18

2. Inspector General  
Attn: Mr. [ ] 2E24 HQ

As [ ] indicates, there is nothing entirely new in the attachment but it does, in one paper, highlight a number of items:

a. The statistical problems in recruitment of well-qualified blacks.

b. Although we made some progress in increasing the number of black professional applicants we were only able to enter 5 on duty in FY 1972 (2% of the 250 new professionals).

c. Our plans for Conference of Placement Directors. Agency components are all anxious to participate.

d. Our new black recruiter - a CT transfer from the CS--a bright and enthusiastic young man.

e. Our plan to use the rifle vs the shotgun approach to go after individual prospects.

STAT

Harry B. Fisher  
Director of Personnel